Chief's Update November 10, 2011



Dear Tempe Police Employees,

Over the past five years my commitment to officer safety, creating a truly supportive environment for <u>all</u> police employees, organizational innovation, and achieving an even higher level of excellence has not wavered. One of my primary goals has been to ensure that police employees have every resource needed to get the job done safely.

Leading a police department can be a very complex and challenging process, with many competing priorities and demands. Therefore, the process of evaluating and implementing organizational change is constantly evolving. Police managers remain engaged in the process of identifying issues, exploring alternatives, planning efforts, selecting courses of action, implementing change, gaining feedback from all levels throughout the organization, measuring effectiveness, and adapting as needed.

Having the right people in the right places - with the appropriate span of control to ensure officer safety and functional effectiveness - is critical to achieving success. The Assistant Chiefs and I have had many discussions throughout the year about strategically and tactically positioning our organization to meet the needs of our employees and our community now and into the future.

I am a proponent of positive change – not for the sake of change, but because we must continue to evolve as an organization if we are to stay ahead of the curve in preparing to meet future needs. As of December 5, 2011, the following organizational changes will be made:

- Asst. Chief Carbajal will assume command of the Patrol Division.
- Asst. Chief Rush will assume command of the Investigations Division.
- Director Buren's areas of responsibility and oversight will remain unchanged.
- Commander Hale will be responsible for North Patrol and the Central City Bureau.
- Commander Humble will be responsible for South Patrol and the Traffic Bureau.
- > Commander Perkovich will be responsible for Criminal and Special Investigations.
- ➤ Commander Santos will be responsible for Personnel Services, Detention, and Volunteers.

Also, after 30 years of dedicated service, Communications Manager Karen Allen has decided to retire, effective January 2012. I would like to personally thank Karen for her superlative service to the Department and the community and wish her well in her new endeavors. Commander Fran Santos will begin working with Karen and Brenda to provide support to Communications, ensuring that the many technical issues related to Communications are appropriately addressed and transitioned prior to Karen's retirement. Furthermore, Director Buren will begin working with Human Resources regarding a process to identify our next Communications Manager.

We are coming up on a busy time of the year as the holidays approach. I wanted to take this opportunity to thank each of you as we continue to strive to achieve the very highest levels of operational success and customer service in keeping our community safe.

Stay safe, Tom Ryff